

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE <div style="text-align: center;">J</div>		PAGE OF PAGES <div style="text-align: center;">1 11</div>	
2. AMENDMENT/MODIFICATION NO. <div style="text-align: center;">0002</div>		3. EFFECTIVE DATE <div style="text-align: center;">08-Jun-2007</div>		4. REQUISITION/PURCHASE REQ. NO. <div style="text-align: center;">W52R7R7024P400</div>		5. PROJECT NO.(If applicable)	
6. ISSUED BY DIRECTORATE OF CONTRACTING SFCA SR KN BLDG 1109B STE 250 199 6TH AVE FORT KNOX KY 40121-5720		CODE <div style="text-align: center;">W9124D</div>		7. ADMINISTERED BY (If other than item 6) <div style="text-align: center; font-size: 1.2em;">See Item 6</div>			
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X		9A. AMENDMENT OF SOLICITATION NO. W9124D-07-R-0042	
				X		9B. DATED (SEE ITEM 11) 23-May-2007	
						10A. MOD. OF CONTRACT/ORDER NO.	
						10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input checked="" type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) <div style="text-align: center; font-weight: bold;">RECRUITING COMPANY OPERATIONS</div>							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
				TEL: _____ EMAIL: _____			
15B. CONTRACTOR/OFFEROR _____ (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED 08-Jun-2007	

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

The following items are applicable to this modification:

A. Contract line item (CLIN) 0003AC (Oklahoma City) and corresponding CLINs for the option periods are corrected as follows: The number of recruiters in the item description is changed from 32 recruiters to 37 recruiters.

B. Request for Proposal (RFP) Page 3, Note 2 is changed to read as follows:

2. Multiple Awards: The government may make multiple awards for one or any combination of recruiting companies. Offerors may submit proposals for the operation of any or all recruiting companies. Offerors that submit a proposal for all five companies and do not wish to be considered for a portion of the requirement must clearly indicate such on their proposal. Offerors may submit more than one proposal.

C. FAR clause 52.219-9 Small Business Subcontracting Plan is not applicable and is deleted.

D. FAR clause 52.212-3 Alt I Offerors Representations and Certifications – Commercial is added to this solicitation.

E. RFP, Evaluation Factors for Award, paragraph A.3 Price: The figures used in the pricing examples are for illustration purposes only.

F. Performance Work Statement (PWS) paragraph 1.14.1 is replaced with the following

1.14.1 The government will provide the Basic Recruiter Course for recruiters and both the Basic Recruiter Course and Station Commander Course for station managers (referred to as LPSC's on Technical Exhibit 1). This training will be provided at the U.S. Army Recruiting and Retention School (RRS), Fort Jackson, South Carolina. These courses are required unless the employee has been on recruiting duty with the U.S. Army (Regular or USAR) within the last twelve months or has completed this training within the last twelve months. The government will provide lodging and weekday meals for contractor personnel during training at the RRS based on the local per diem rate. The government will reimburse the contractor for meals on weekends and holidays for personnel during training. The reimbursement will be based on the local per diem rate. The contractor shall arrange and pay all transportation expenses related to attendance at the RRS. This is limited to one school slot per person, not to exceed the total number of recruiters on the contract. The contractor shall provide proof of this training to the COR when the individual is identified for a specific location. The COR will notify the contractor in writing if the individual is not required to attend the RRS. Anticipated duration of training is approximately six weeks. Additional school slots will be provided by the government only in the event where the contractor terminates an employee that has been in the position for more than one year or the employee quits after one year. Contractor personnel will participate in the "New Recruiter Program" in accordance with USAREC PAM 350-2 after an absence of one year or more regardless of experience.

G. PWS paragraph 1 is changed to include the following:

The COTR will have the authority to advise and inspect the contract recruiting companies at any time.

H. PWS paragraphs 1.15.15, 1.15.16, and 1.15.17 are replaced with the following:

1.15.15 USAREC shall have the authority to investigate and substantiate recruiting impropriety allegations and make recommendations to the contractor IAW procedures set forth under UR 601-45. All cases must be sent through the respective battalion and brigade commander for recommendation, and then sent to HQ, USAREC (RCRO-ES).

1.15.16. Upon substantiation of any allegation, the COR shall provide the government's recommendations to the Contracting Officer. USAREC authorities will not attempt to take personnel actions against the contractor or contractor personnel, or imply that not following the recommended disposition will result in adverse consequences.

1.15.17. Only the contractor or designee will take action against an individual based on substantiated recruiting impropriety allegations. The COR will provide the contractor a final report including all findings for their use to determine the proper disposition of the case. All case files must also be forwarded to HQ, USAREC, Enlistment Standards Directorate, (RCRO-ES), for review and historical tracking of allegations against contract recruiting personnel.

I. The PWS in this solicitation is revised to reflect these changes and is dated 7 June 2007.

J. A conformed copy of this solicitation is provided and shall be used to replace the copy provided with Amendment 0001. Offerors shall use the conformed copy when submitting proposals.

K. Attached hereto, as Attachment 1, is a list of questions and answers.

L. The offer due date is extended to **20 June 2007, 2:00 PM**.

M. All other terms and conditions are unchanged.

W9124D-07-R-0042, Amendment 0002, Attachment 1
Questions and Answers

1. Q: Should our bid by recruiting company be a base salary across all companies and then the Army will apply COLA (cost of living adjustment), or should we use our own factors?

A: Offerors should propose their own prices.

2. Q: Should we increase the bids each year based on pay increases and general and administrative expense increases (including benefits)? If so, what are accepted pay increases?

A: It is up to the offeror to propose prices for the base period and option periods.

3. Q: Should we use the average of 1.2 to 1.3 contracts per month per recruiter, or plan for one quality and one volume per month?

A: That is up to the offeror.

4. Q: PWS paragraph 1.1 says the contractor will supply recruiters with supplies. There is no place in the bid for supplies. Should the expense estimate go into the general and administrative overhead for each recruiter, or in the contractor manpower reporting section?

A The contractor provides only the supplies not furnished by the government. Refer to PWS paragraph 3.5 for government furnished supplies. The price for contractor manpower reporting should only be the amount the contractor proposes to charge the government for submitting the report explained in paragraph 1.19.

5. Q: Having recruited Army recruiters before for opportunities in the private sector, should we assume our pipeline of candidates could be sourced from retiring E-6 (Staff Sergeant) or E-7 (Sergeant First Class)?

A: It is up to the contractor to determine their own plan for hiring qualified personnel.

6a. Q: In the company, will there be a contract company commander and 2-5 LPSC's?

A: It is up to the offeror to propose staffing for the company headquarters. The LPSC's are in the recruiting stations managing and assisting recruiters. They are included in the number of recruiters. Refer to Technical Exhibit 1.

6b. Q: Will there be a trainer in the company staff or will one of the recruiters act as a trainer?

A: It is up to the offeror to propose staffing for the company headquarters.

7. Q: How much (if at all) will the offeror be able to assist in improving the overall recruiting operations?

A: The offeror's efforts will be critical to recruiting operations success in the company area. The recruiting operation doctrine is established for the performance of this contract.

8. Q: Will the offerors be provided access to the recruiting battalions for information discovery prior to June 18th?

A.: No.

9. Q: Reference PWS paragraph 1, how long will the 3 each 79R non-commissioned officers remain in the recruiting companies?

A: They will remain in the companies during the phase-in period.

10. Q: Reference PWS paragraph 1, what are the specific duties of the COTR?

A.: The battalion commander in each respective battalion will be the Contracting Officer's Technical Representative (COTR) for each contract recruiting company. The COTR will assist the Contracting Officer's Representative (COR). The COTR will have the authority to advise and inspect the contract recruiting companies at any time.

11a. Q: Reference PWS paragraph 1.14.1, what training must the company management team (CMT) attend before assuming duties?

A: There is no required CMT training.

11b. Q: Must the CMT attend the RRS if they have not been on recruiting duties in the last year, and if so, will the government fund the training?

A: There is no requirement for CMT personnel to attend the RRS.

12. Q: Reference PWS paragraph 14.2, How will the government train new recruiters to maintain an acceptable fill rate when the RRS closes down from the last week in October to the first week in January each year?

A: The RRS is only closed for approximately two weeks in December. New classes start each week with the exception of November and December. The contractor will be able to schedule training for new employees in any of the classes that begin in October.

13. Q: PWS paragraph 1.5 states the contractor shall provide a written list of contractor employees (with positive suitability investigations) and projected report date within 10 calendar days of contract award. Does the government recognize that within 10 calendar days of contract award there may not be personnel designated for all 153 positions?

A: Yes.

14. Q: PWS paragraph 1.10 Government Furnished Services: Support services currently provided to military recruiting companies will likewise be provided to contractor companies with the battalion area. Does this include company admin assistants provided to all recruiting companies under a different contract?

A: No. The government will not provide personnel.

15. Q: PWS paragraph 1.12.5 ROTC Referrals, will the government provide incentives for this assigned ROTC mission?

A: No.

16. Q: PWS paragraph 1.14.5 states the contract recruiters shall in-process at their respective battalions before reporting to their station or basic recruiter course. What specific tasks must each new employee complete at the battalion to be considered in-processed?

A: Contractor personnel are required to in process at the battalion with by following the battalion's in-processing guidelines. While at the battalion, they shall complete the required forms: SF 85P (Automated Security Questionnaire), USAAC 101 (USAAC Information System Access Request), and USAAC 107 (Request for IT II or III Category Access, Pending Completed Background Investigation). They should also receive and sign for their government furnished equipment (GFE) at the battalion. In-processing will be considered complete when a favorable security check is received or a waiver is granted to allow access to information technology systems and their information is input into the personnel systems and CAC card is issued.

17a. Q: Reference PWS paragraph 1.14.8, what is the daily cost of lodging and meals to be reimbursed if the recruiter does not complete the RRS?

A: The contractor shall reimburse the daily rate for Fort Jackson, South Carolina according to the Joint Federal Travel Regulation (JFTR). The current rate is \$119.00 per day and is subject to change. The contractor shall reimburse the government at the rate current at the time the recruiter was in school.

17b. Q: What is the cost of the new catalog case and planning guide?

A: The catalog case is \$75.00 and the planning guide is \$15.00.

18. Q: Reference page 65, Position fill rate for deduction purposes includes those personnel in the station plus those personnel in the RRS. However, for incentive payment purposes it only includes those personnel trained and reported to a recruiting station. Recommend the government apply the penalty criteria to the incentive clause.

A: This will not be changed.

19. Q: Reference page 65, paragraph 2, the contractor is assessed a deduction when the CMT fill rate is below 90%, however there is no incentive if the CMT is above 90%. Recommend the government add the position fill rate incentive for the CMT.

A: This will not be changed.

20. Q: PWS paragraph 5.2.2. A recruiter will be considered unsuitable if they do not average one net quality contract per month. However, Section B only allows the contractor to incentivize recruiters by Ship Volume and Ship Quality. Can the government clarify this and apply criteria for success against Ship Volume and Ship Quality versus net quality contracts written?

A: The pricing in Section B reflects the price the government pays the contractor for services performed. The contractor can pay incentives to employees on any basis.

21. Q: Currently, a recruiter who writes five contracts in a 90 day period, two of which are quality, is considered unsuitable per PWS paragraph 5.2.2. Does the government intend to consider this person unsuitable?

A: Yes.

22. Q: Reference DFARS 252.226-701 Utilization of Indian Organizations, Indian-Owned Economic Enterprises, and native Hawaiian Small Business Concerns. Is funding available for incentive payments for the utilization of Indian or Hawaiian Small Business Concerns?

A: No.

23. Q: Reference paragraph 5 under Proposal Format and Content, which states: Offerors should note that the successful offer is releasable pursuant to the Freedom of Information Act (FOIA) if it is incorporated into the contract, despite restrictive language on the proposal.” Will the contractor have the opportunity to respond to FOIA requests under Exemption 4 to the FOIA before information is released?

A: Review and comment procedures for FOIA exemptions will be used for any FOIA request seeking information of contractor proposal information.

24. Q: PWS paragraph 1.14.6, states “For approved travel, direct travel costs will be reimbursed for actual cost incurred (not to exceed Joint Travel Regulation) rates, without the addition of General & Administrative expenses or other overhead burden.” This appears to conflict with FAR 31.203. Request the paragraph be revised to allow the contractor to apply DCAA approved rate to travel.

A: This is firm fixed price contract. Overhead costs or administrative expenses for company operations will be included in offeror’s fixed price.

25. Q: The solicitation states the government may make multiple awards. If so, will the government keep recruiting company continuity and award entire companies?

A: Yes.

26. Q: In order to evaluate full requirements we need at least the last three years of past production, mission, authorized/assigned/OP recruiters RA/USAR and current data through RSM May. Will the government provide this data?

A: No. PWS paragraph 1.15.2 and Technical Exhibit 1 clearly delineate the requirements for each station and the mission variability has already been built into the bid schedule.

27. Q: If there is a mission change, will the government allow for a modification to the contract to increase or decrease the number of recruiters accordingly?

A: No. A mission change does not necessarily affect the assigned number of recruiters at a station. Performance standards remain the same. Excess production as stated in paragraph 1.15.2.3 will relieve the contractor of the position fill requirements of the PWS.

28. Q: Reference RFP page 63, paragraph E, Discussions or Negotiations. If the government issues multiple awards we would expect an opportunity to submit a modified cost proposal commensurate with the partial award. Is it the government's intent to not allow such a modified submission?

A: As stated in the referenced paragraph, the government reserves the right to award a contract based on the initial proposal. Offerors may submit more than one proposal before the offer due date.

29. The RFP indicates that the award is to be a firm-fixed price award yet several areas are typically reimbursable e.g. travel, etc. and others are linked to production incentives.

29a. Q: Does the government intend that those typical reimbursable items, e.g., travel, will not be reimbursable but rather will be an FFP line item bid?

A: Refer to PWS paragraph 1.14.1 and 1.14.6. Paragraph 1.14.1 is amended in Amendment 0002 to further explain the reimbursement of weekend meals at the RRS.

29b. Q: Does the government intend that the FFP portion of the production incentive is strictly the amount per contract and actual will be based upon the production multiplied by that FFP rate?

A: The prices for Ship Volume and Ship Quality are firm fixed prices. The quantities are estimated. Refer to the Addendum to FAR 52.212-4 in the solicitation.

30. Q: The RFP identifies Position Fill Rate (Recruiters) as a "position is considered filled after the recruiter has completed training and reports to a recruiting station." If it should take 2-3 weeks to process a packet and secure a school slot and if school slots are not readily available, will the government waive penalty charges on a case by case basis?

A: Yes. In our experience, this is an isolated problem and if experienced, the contractor would notify the COR within 24 hours after the issue occurs to work the issue and determine where responsibility lies.

31. Q: If civilian recruiters are not in-processed in a timely fashion at the recruiting battalion (RBN) and are delayed in school reporting dates due to lack of CAC cards and security issues, will the government waive penalties on a case by case basis?

A: See the answer to Question #30.

32. Q: Reference PWS paragraph 5.2.3, the CLINs for ship quality do not appear to meet that standard when compared to ship volume and ship quality total. For example, CLIN 0001AE for Wilmington, NC establishes a ship volume of 174 with CLIN 0001AF ship quality of 260 for a total of 434 and a quality

mark of 59.9%. The aggregate numbers for the 5 companies is 900 volume, 1351 quality, and 2251 total for a 60% aggregate. Will the government clarify the quality marks?

A: Yes. The quantities listed in the bid schedule reflect the recent performance of the US Army Recruiting Command for FY06. These results did not meet HQDA standards established at the beginning of the recruiting year. The contractor's overall achievement against contract and DA standards will be assessed in light of USAREC-wide performance.

33a. Q: The total ship volume and ship quality in the RFP is 2251 and the total number of recruiters is 153 for the base year. Assuming a 90% fill for 11 months (less the phase-in period) this equates to a write rate of about 1.5 per recruiter, well above the standard for the command. Even at 100% fill rate for all 12 months, the write rate would still exceed 1.2 per recruiter. Can the government explain how it would expect the contract recruiter to produce at a higher rate?

A: The quantities in the bid schedule are estimates. These quantities represent the estimated mission for those locations identified in Technical Exhibit 1. The government has established a standard for minimum acceptable performance; however, our experience is that recruiters exceed this by a significant number and that the staffing is sufficient to meet these quantities. The contractor will be compensated for recruiting success via the production CLINs.

33b. Q: Will the government consider authorizing additional recruiters to match the average preceding 12 months write rates of the recruiting battalion and/or specific company?

A: No.

34. Q: Will the government provide the company management structure for each company and a sample military TDA structure for a standard USAREC Company?

A: The current TDA structure for each company is:

1 each – Commander (CPT)

1 each – First Sergeant (1SGT)

1 each – Trainer (E7)

1 each – Secretary (GS 4)

Note that the offeror proposes staffing for each company management staff.

35. Q: The two week phase-in period does not provide sufficient time to achieve full position fill since some numbers of recruiters will require RRS schooling. Will the government adjust mission requirements to account for the first 90 days to allow for training?

A: Refer to paragraphs 1.15.2.1 and 1.15.2.2.

36. Q: How will the government account for the standard zero month for new contract recruiters?

A: The first recruiting contract month (RCM) after school graduation is when the recruiter will start being held accountable for production.

37. Q: Does the government consider contract recruiting personnel as nonexempt employees under the Fair Labor Standards Act in light of Clements v. RCI?

A: The government believes the recruiting services are exempt from the Fair Labor Standards Act. Offerors will be responsible for compliance with applicable provisions of federal labor and compensation law and for employing its workforce to meet legal obligations.

38. Q: Reference page 61 of the solicitation, the production risk, related to price examples appears to suggest that a higher ratio of production contract line items compares to personnel contract line items is preferable to the government. However, paragraph 3 states that price will not be rated. The introduction

of the production risk appears to suggest that price ratios will be rated and as such, forces the contractor towards specific pricing solution. Will the government clarify these sections?

A: Yes. No preferred or target ratio is established by the government. Price will not be rated. As part of the best value trade-off, the government will consider the degree to which the contractor will share the risk of recruiting mission success with the government.

39. Q: Will the government consider eliminating the production risk section to stimulate more innovative pricing solution?

A: No; we consider the production risk section to be an essential part of the best value trade-off.

40. Q: Will the proposal be deemed nonresponsive if it proposes achieving the recruiting and Future Soldier Program mission with a staffing plan that contains fewer recruiters than called for in the various CLINs?

A: No; however, recruiter staffing is a very important part of the evaluation process.

41a. Q: PWS paragraph 5.2.2 states that “each recruiter shall average three net quality enlistment contracts per fiscal year quarter...Recruiters that do not average one net quality contract per month will be considered unsuitable...”Is the standard an average of three net quality enlistments per quarter or one per month?

A: The standard of one net quality contract per month reflects the Army’s objective to achieve an even flow of recruits across the recruiting year.

41b. Q: Over what length of time will the average be measured?

A: The average is measured each quarter.

42. Q: CLINs 0001AE and AF call for a price for each shipment of a Future Soldier. There are no CLINs for contracting a Future Soldier. Is the government implying that these CLINs should actually be per written contract into the Future Soldier Program? If not, then how is anything to be reimbursed for a FS loss when in fact the contractor will not be paid until the FS ships to training?

A: Amendment 0001 to the solicitation deleted these references.

43. Q: Are contract recruiters authorized a Recruiter Expense Allowance?

A: No.

44. Q: PWS paragraph 5.3.1 requires an after-action report for each marketing event. Please define a marketing event.

A: Any event funded and approved by the Battalion is a marketing event. This includes FS Program, Rock Wall Events, Accession Support Brigade events, TAIR, and Center of Influence (professional and business events).

45. Q: How large or involved must an event be to trigger the reporting requirement?

A: Any government-funded event must have an AAR.

46. Q: If a recruiter makes a presentation to one potential recruit, does that qualify as a marketing event?

A: No.

47. Q: Will the proposal be deemed nonresponsive if an offeror proposes costs in excess of those specified in the RFP?

A: No, it is up to the offeror to propose pricing.

48. Q: Will the government provide office space, computer and cell phone for the PM at a government location such as USAREC Headquarters?

A: No.

49. Q: Given that locally produced brochures and advertising products are prohibited by PWS paragraph 1.11, what advertising products and recruiter support materials may the contractor produce pursuant to that paragraph?

A: None.

50. Q: Since the solicitation provides for reductions in payment if certain percentages of personnel fill are not maintained, and this is more consistent with a time and materials contract arrangement, where payment is only made for contract employees working to a contract, will the government consider reissuing the solicitation as a time and materials contract?

A: No.

51. Q: PWS paragraph 1.14.1 refers to employees who have “been on recruiting duty with the U.S. Army (Regular or USAR) within the last calendar year or completed this training within the last calendar year.” Does the recruiting duty or training requirement refer to the last 12 months or must the recruiter have been on recruiting duty or attended RRS since January 1, 2007?

A: If refers to the last 12 months. If an employee was working as an Army contract recruiter during this period, they do not have to repeat training at the RRS. See Amendment 0002 to the solicitation.

52. Q: PWS paragraph 1.14.1 provides that “Contractor personnel will participate in the “New Recruiter Program” in accordance with USAREC PAM 350-2 after an absence of one year or more regardless of experience.” Does the New Recruiter Program provide for non-production on a new recruiter’s first month?

A: Yes.

53. Q: Will the start date for a participant in the New Recruiter Program be the first day of the calendar month, following graduation from RRS or when he signed into battalion, if he did not have to attend RRS?

A: The start date will be the first day of the next Recruiting Contract Month.

54. Q: PWS paragraph 5.3.5 provides that the “contractor shall attach supporting documentation signed by the station manager verifying the individual’s performance.” As the station manager will be a contract employee, will a government representative also sign the documentation?

A: No.

55. Q: PWS paragraph 1.14.7 provides “When available, contracted personnel may attend additional training with USAREC personnel, as approved by the government COR and the KO. The contractor shall be responsible for all expenses associated with the employee attending additional training.” What training is contemplated by this provision?

A: Periodic training opportunities may occur at the Battalion level for which the contractor personnel will be invited. This might include updates on recruiting programs, information technology, facilities/equipment, and marketing.

56. Q: Will any training contemplated by this provision be mandated by the government? Please provide estimated location, duration and cost data associated with the training contemplated by this provision so that it may be properly costed.

A: If the contractor is required to attend mandatory training that has been approved by the COR, expenses will be reimbursed by the government.

57a. Q: Will the government consider proposals that detail alternative methods of operations that differ from current operating procedures?

A: All proposals will be evaluated.

57b. Q: If an offer has a concept of operations that has proven successful in the past, but differs from the current operations in terms of job functions of the personnel in the recruiting station with some personnel performing functions other than recruiting functions and allows for a reduced number of actual recruiters, will the government consider this as nonresponsive?

A: No.

58. Q: CLIN 0003 lists 32 recruiters; however Technical Exhibit 1 of the RFP lists 5 LPSC's, 27 RA recruiters and 5 USAR recruiters for Oklahoma City. Which one is correct? Is it 32 or 37 recruiters for OK City?

A: CLIN 0003AC and corresponding CLINs for the option periods for Oklahoma City should read 37 recruiters. Correction is made on Amendment 0002.

59. Q: Reference payments for position fill rate (recruiters). Once a fill rate of 92% or higher is achieved, is the payment that corresponds to that achievement (\$50 or higher) for every recruiter employed or only the recruiters that bring the company above 90%?

A: The payment will be made for every recruiter employed.

60. Q: Reference FAR 52.219-9 Small Business Subcontracting Plan. Should the Small Business Subcontracting Plan be inserted in Volume I?

A: No. This clause is deleted in Amendment 0002 to the solicitation.